

UNIVERSITY OF ALBERTA
3 APRIL 1992



INSIDE

- Ralph Klein finds environment 'business' is booming
- CNS responds to challenge to reorganize
- George Cohon a master of 'hamburger diplomacy'

\$5 million in base budget reductions anticipated for 1992-93 operating budget

Budget forum held last week to outline situation

Senior University administrators laid out operating budget estimates for 1992-93 last week, calling for a balanced budget. Nevertheless, it will be another tough year.

On average, the proposals call for teaching units to cut their budgets by two percent and support units to cut their budgets by two and one-quarter percent, Vice-President (Finance and Administration) Glenn Harris told the 86 people who attended the budget forum.

The proposals call for total revenues of \$314.87 million and expenditures of \$320.28 million. In order to balance the budget, the University is proposing \$5.41 million in total base reductions. (The \$410,000 reduction for this year was the result of decisions made last year related to structural changes.) The Uni-

versity expects to receive \$258.05 million in government grants, \$47.63 million in student fees and \$9.19 million in other income.

President Paul Davenport said while the University has endured some difficult years, "we have maintained a remarkable community spirit". He expressed his gratitude for that community spirit and pointed out that even though tuition fees have gone up, the University still has among the lowest fees in the country.

President Davenport said the University would continue to transfer additional money into the Office of the Dean of Student Services to assist needy students.

Harris said the administration feels it is necessary again this year to declare a state of

financial exigency. That provision will give individual units the option to lay off administrative professional officers if they choose to deal with their budgets in that manner.

Non-Academic Staff Association President Anita Moore said the two and one-quarter percent is going to hit support units hard. The cuts could result in more layoffs, she said, adding that last year 49 NASA staff were laid off.

Harris said there still remain some uncertainties. For example, salary negotiations with both staff associations have not been concluded. The University is assuming an undergraduate enrollment of 24,000 students. The provincial government has yet to announce its capital budget allocations.

Continued on page 2

World good at peacekeeping but not at peacemaking, Stephen Lewis says

Former ambassador to the UN delivers Martland Lecture

The world is longing for a strong, principled and uncompromising voice, says the former Canadian ambassador to the United Nations. But at precisely the time when Canada could play such an influential role in world events, it has simply decided not to do so.

"You cannot imagine how the world wants that voice to be from Canada," said Stephen Lewis, who delivered the Faculty of Law's annual Martland Lecture 23 March. "Canada has such a great role to play, but it's so distressing that Canada won't play it."

"We are so honoured in the international community," he pointed out. The country is committed to multilateralism, pays its UN dues on time, is an exemplary peacekeeper, a nonnuclear power, a middle power, a member of the Group of Seven, the only country that belongs to la francophonie and the Commonwealth and has a linguistic duality respected by other countries.

The former leader of the New Democratic Party of Ontario said a new world order is emerging and Canada, with such a reputation, has to exercise its power by saying the things others won't say, doing the things others won't do and being uncompromising. It is simply inexcusable that Canada has decided not to play a bigger role on the world stage.

Canada should stop being an uncritical supporter of World Bank and International Monetary Fund policies, he said. Those organizations' structural adjustment programs are forcing developing countries to use their prime agricultural lands for export commodities. Peripheral lands are used to grow indigenous crops. "So they can't get any money for their export commodities, because the industrial countries dictate the price ... and they have to import food. If you can imagine a

more malevolent international marketplace, I simply can't."

"I'm arguing for a different role for Canada," Lewis said. "Canada should be attacking head-on these structural adjustment programs. Canada should be asking that countries be assessed not by simply income, interest rates and exchange rates, but on human indices such as literacy rates, mortality rates and longevity. We must move the international community away from these relentless economic preoccupations, characteristic of the industrial world but which are ruining the developing world."

He advocated that in the process of making these arguments, Canada could begin to redirect its foreign aid into areas it considers important, devoting more of its GNP, perhaps redirected out of the defence budget, into foreign aid.

Lewis said to make the world a safer and more humane place, society "must somehow find a regimen of international law which on specific and defined occasions supersedes sovereignty, or in which construct of international law a portion of sovereignty is vested."

"We have become a world remarkably accomplished at peacekeeping but not at all accomplished at peacemaking," he said, and the world has never been able to deal effectively with the sovereignty of nation states. With few exceptions, nation states can slaughter their own people without interference and although UN troops will be in countries such as Cambodia and Yugoslavia, it [UN intervention] will only occur "after incomprehensible human carnage," said Lewis, who was ambassador during the Soviet Union's occupation of Afghanistan and the Iran-Iraq war.

"In my view, the new world order is much worse than the old," he said, declaring



Stephen Lewis appeals to Canadians to speak with principles.

the 1980s a lost decade for the developing world. There has never been a larger gap between rich and poor. "And if you think the incendiary moments of the last few years, the political engagements which have unsettled us all, are stark, they are as nothing compared to what this world will inherit in the clash between developed and developing societies if something isn't done to reverse the imbalance."

Condemning the exclusivity of the great trading blocs being formed in the developed world, Lewis said, "You can't consign three-quarters of the human condition to the economic scrap-heap of the international system and expect to sustain it."

President says University will be big part of province's vision for future

Addresses Vision 2000 hearings

The University of Alberta will play a critical role in helping to prepare the Province of Alberta to meet the challenges of the 21st century. That was the message President Paul Davenport brought to hearings held last week in Edmonton in response to the provincial government's position paper *Toward 2000 Together*.

According to the President, the University wants to help prepare Albertans for the competition within the global knowledge-based economy.

"To meet this challenge successfully we must address not only the quality of our teaching and research, but human and social issues as well," he said at the Edmonton regional public forum. That can be done by retaining a quality of life that celebrates the combined flourishing of business, the arts and the sciences within a healthy environment.

There must also be an enhancement of accessibility to university education for abo-

•
The University supports the discussion paper's position that access to higher education should be open to all individuals...

original students, visible minorities and physically disabled persons, he outlined. And there must be support for retraining and upgrading through continuing education programs developed collaboratively with business and industry and health and social services agencies.

The province has released a discussion paper and over the next several months is soliciting public input. The mission is "to prepare the province to meet the challenges of the 21st century by uniting the energies of Albertans in making choices to accelerate environmentally-sound economic growth and diversification, thereby enhancing the quality of life for Albertans."

Dr Davenport said the University supports the discussion paper's position that work access to higher education should be open to all individuals in light of the fact that

Continued on page 2

Folio will not publish Good Friday, 17 April. Copy and advertisements for the 24 April issue must reach the Office of Public Affairs by 3 pm, 15 April.

Vision 2000

Continued from page 1

more than 70 percent of new entrants into the force are women, aboriginal people, visible minorities and persons with disabilities.

"To help Albertans move confidently toward 2000 within an increasingly knowledge-based economy, the province's policy makers must distinguish between research-intensive universities and other institutions of advanced education," the President stated. He pointed out the dramatic effect the U of A—the largest research institution in the province—has on the provincial economy. Externally funded research rose to more than \$83 million last year and since the mid-1970s, 26 research-based companies and research centres associated with the University have been created.

The University is strongly supportive of the main points of section 6.1 in the discussion paper: a shared government, public, educational and industry commitment to the importance of science and technology for Alberta's economy; strengthening Alberta's human resource base in science and technology; increasing university/industry cooperation in R&D; and continuing to provide funding for research infrastructure and facilities which are critical to private sector/university/government research and development collaboration.

University researchers, the President continued, can be counted on to play a significant role in helping Albertans reach scientifically sound, environmentally responsible decisions about economic development.

MEMORIAL SERVICE FOR E GARNER KING

A memorial service for E Garner King, Chair of the Department of Medicine, will be held Monday, 6 April, at 7 pm at Robertson-Wesley United Church, 123 Street and 102 Avenue.

FOLIO

Volume 29 Number 32

OFFICE OF PUBLIC AFFAIRS,
423 ATHABASCA HALL
UNIVERSITY OF ALBERTA, EDMONTON,
ALBERTA T6G 2E8
TEL: (403) 492-2325 FAX - 492-2997
MTS - TJMH PROFS - ZZOPA
All enquiries and correspondence should be directed to:
RON THOMAS: EDITOR
MICHAEL ROBB: ASSISTANT EDITOR

Public Affairs produces *Folio* on a regular basis for the staff and other interested persons.

DEADLINES:

Notice of coming events: 9 am three weeks in advance of event. **Classified advertisements:** 3 pm one week before desired publication date. This date also serves as the deadline for cancellation of advertisements. Advertisements cost 40 cents per word with no discount for subsequent insertions. There is a limit of 30 words and a minimum charge of \$2.00. Advertisements cannot be accepted over the telephone. All advertisements must be paid for in full at the time of their submission.

Display advertisements: 3 pm Thursday, eight days before desired publication date. Camera ready artwork is required to size, complete with halftones if necessary. Contact Public Affairs for sizes, rates and other particulars.

The editor reserves the right to limit, select, edit and position submitted copy and advertisements. Views expressed in *Folio* do not necessarily reflect University policy. *Folio* contents may be reprinted with acknowledgment.

ISSN 0015-5764 Copyright 1992



University
of
Alberta

Environment presents tremendous business opportunities - Klein



Environment Minister Ralph Klein

The "business of the environment" is booming, says Provincial Environment Minister Ralph Klein. (He spoke to a group of Engineering and Business students 23 March.)

The environment presents tremendous business opportunities, said the Minister, who recently returned from Globe '92 in Vancouver, an exposition at which more than 500 businesses demonstrated various environmental technological processes.

In informing approximately 70 students of some of the key objectives and strategies of his department, Klein said business opportunities aren't limited to the development and production of physical processes and technologies.

"We now find that in the legal profession, environmental law is probably the fastest growing area. Companies now are increasingly hiring environmental auditors to ensure that sites are safe to develop," he explained. "We find environmental accountants and people in the medical field specializing in environmental medicine. We even have environmental psychologists."

The Department of the Environment has to keep up with these developments, he said.

The Minister explained that Bill 53, the new Alberta Environmental Protection and Enhancement Act, which will be introduced during the spring sitting of the legislature, will consolidate and strengthen nine existing environmental acts, excluding the Water Resources Act which will be amended at a later date.

Bill 53 will include new components of environmental law, Klein said. A legislated environmental impact assessment process will establish ground rules for developers, for example. The legislation provides for increased public consultation, timely and effective enforcement mechanisms, increased access to information, statutory requirements for waste reduction and recycling and expansion of conservation and reclamation requirements.

The Minister said offences under the proposed act will no longer be considered civil offences, but, rather, as environmental crimes. "The new legislation proposes fines of up to \$1 million a day and up to two years in jail.

"Officers of corporations will no longer be able to hide behind the corporate veil. If a board of directors makes a decision that they know will cause our land, air or water to be violated, they can be held liable. That also applies to politicians, municipal leaders and Ministers of the Crown."

Klein was invited to speak to the class by visiting professor Laird Wilson, who teaches the Safety and Loss Management and Risk and Loss Management courses. As well as inviting guest speakers from industry, government and labour to address the class, he arranges visits to industrial sites.

Engineering and Business students who take the courses are taught basic workplace health and safety, loss control, environmental protection and risk management, as well as what their responsibilities related to safety and loss management will be when they assume managerial positions.

Graduate students helping graduate students Fund established to ease financial plight of foreign grad students

Graduate students with teaching and research assistantships are extending a measure of help to foreign students who are obligated to pay 100 percent more in tuition than their Canadian counterparts.

As a result of negotiations with the Board of Governors, the Graduate Students' Association says all graduate teaching and research assistants will donate half of their two percent wage increase for 1992-93 to start a \$110,000 scholarship that foreign students can tap in order to pay as much as half the differential foreign student fee. (The scholarship fund can be used only by foreign students paying full program fees and holding full-time graduate teaching assistantships or full-time graduate research assistantships. It is estimated that the fund will be sufficiently large to help upwards of 150 foreign students.)

After the scholarship fund is established, the University will take it over as a regular budget item. The fund will be increased by \$23,000 since the University is eliminating a disability insurance benefit from the regulations governing graduate assistantships.

In essence, the students involved will part with about \$30 a month and foreign students will gain about \$124 a month.

According to incoming Graduate Students' Association President Steve Karp, the agreement satisfies two principles: it effects a structural change in favour of foreign students and the Board, through the contract, has acknowledged there is a problem.

The agreement is better than nothing, but it still leaves a large hole for many other foreign students, says F-S Chia, Dean of the Faculty of Graduate Studies and Research. The Dean said he was "very grateful" that the agreement had been worked out. "We've finally done something."

In years past, foreign students were required to pay 50 percent more than Canadian students. However, Alberta's new tuition fee policy, announced in 1991, stipulated that foreign students pay 100 percent more. In 1992-93, Canadian graduate students will pay \$1,959.76 a year while foreign students will pay \$3,919.52.

Budget

Continued from page 1

On the expenditure side, \$214.02 million is proposed to go to the Faculties, up from \$211.09 million spent last year, and \$94.49 million is proposed to go to support departments, down from the \$94.96 million spent last year. The budget calls for \$11.77 million for increases and capital expenditures. Harris said the University already knows about \$2 million of the \$11.77 million will be eaten up by UIC and WCB premium increases.

The remaining \$9.77 million is designed to cover the net costs of salary increases, merit increases, nonsalary inflation, temporary staff salary inflations, costs associated with possible pension reform and a modest transfer to capital. The fact is that until salary settlements are known and capital budgets announced, we do not know exactly how that \$9.77 million will be spent, Harris said.

Geoffrey Sperber (Oral Biology) asked, in view of the reduction of teaching staff, why hadn't there been a corresponding reduction in the administrative bureaucracy? President Davenport said he didn't think the University had an overgrown bureaucracy. "On the contrary, relative to the universities I'm aware of, we're pretty lean and mean." The President added that the cuts outside the teaching units have been at least as great.

Harris said there is a tendency to look at budget units as the objects of analysis, but the University is looking more closely now at some of the administrative processes. And it's possible the University will be able to streamline some of them, to reduce costs and improve efficiency, he said.

Vice-President (Academic) John McDonald said although he by no means wanted to minimize the impact cuts were having on the University, it is encouraging to see that the University is starting to get more creative solutions coming forward. And some of those solutions are working extremely well, he said.

"We might have to think of people's teaching assignments being divorced from their location in a particular unit," Dr McDonald said. "Already there is a reasonable amount of this happening. That kind of creative possibility was unthinkable in earlier days, but now people are looking at all kinds of ways of cooperating that they didn't before."

The University had projected for some time a 1991-92 deficit of approximately \$3.5 million, resulting from higher salary settlements than were anticipated and lower tuition revenue because of lower-than-expected enrollment. As a result of the 1991-92 shortfall, the Unallocated Income Fund has been drawn down to \$2.5 million.

Harris has told the campus community the UIF can no longer be relied upon to cover year-end deficits.

WRITER (HELEN FORRESTER) TURNS SPEAKER

Novelist Helen Forrester will give the 1992 Henry Marshall Tory Lecture.

Under the title "The Harvest of a Quiet Eye", Dr Forrester will talk about her personal path to authorship through observation of life in the crowded Liverpool slums.

Among her many publications are her autobiographical fiction series: *Twopence to Cross the Mersey*, *Minerva's Stepchild*, and *By the Waters of Liverpool*, and the novels *The Latchkey Kid*, *Liverpool Daisy*, *The Moneylenders of Shahpur* and *The Lemon Tree*.

The Tory Lecture is sponsored by the Friends of the University of Alberta. It will take place 14 April at 8 pm in L-1 Humanities Centre. Admission is free.

Population Research Laboratory to plumb elder care in province

Financial assistance from the Seniors Advisory Council for Alberta should help the Population Research Laboratory (PRL) obtain a more detailed picture of the relationships between involvement in paid work and elder care among a representative sample of Albertans.

Last year, a random sample of 1,345 Albertans was conducted by the PRL. A recent grant from the Seniors Advisory Council means the PRL can double the sample and ask additional questions, says Director Harvey Krahn.

The survey will again aim to determine the impacts of helping elderly relatives on workers' time away from paid work, job turnover, job performance, and anticipated needs for alternative work arrangements.

The PRL notes that while it is widely rec-

ognized that families, and especially women, are the primary caregivers of elderly persons in need of support, and that the majority of Canadian men and women between the ages of 18 and 64 are in the paid labour force, the nature and extent of relationships between employees' paid work and unpaid elder care remain largely undocumented in Canada.

Research Associate Allison McKinnon, working in collaboration with Dr Krahn and research technician Cliff Kinzel, designed the 1992 survey. She will analyze the results and present her findings at the 1992 Canadian Association on Gerontology Conference to be held in Edmonton this fall.

The Seniors Advisory Council for Alberta is a 15-member, government-appointed and funded body that recommends on policies and programs relating to older people.



Tom Musgrove (left), MLA for Bow Valley and Chair of the Seniors Advisory Council, presents a \$4,000 cheque to Harvey Krahn, Director of the Population Research Laboratory. Also pictured are the PRL's Allison McKinnon and Cliff Kinzel.

Computing and Network Services reorganized to meet campus needs Director says there are lessons that could be applied to whole University

About one year ago, Computing and Network Services (formerly University Computing Services) was faced with seemingly insurmountable problems. "The clientele out there was saying UCS had missed the technology wave," says Monica Beltrametti, who took on the director's job in April 1991.

"Staff morale was low, the customers were dissatisfied, the staff was inappropriately trained and two organizations had been put together without ever being merged, so there was a lot of duplication of services and inefficiencies," said Dr Beltrametti, who believes CNS's experiences over the last year or so can be instructive for the rest of the campus.

On top of that, CNS was challenged by the University and the University Computing Advisory Group to make big changes. "In a nutshell, what had to be done was downsize, reorganize and plan. The question we had to face was how would we do it in a short period of time and [at the same time] involve the appropriate parties," said Dr Beltrametti.

The usual sequence of preparing a strategic plan, reorganizing, preparing tactical plans and then coming up with financial and operational plans had to be rejected. "The problem was we couldn't do that ... for two major reasons: first, there seemed to be an incredible urgency to do something and we also had to

transfer some of the salary money to capital quickly [a directive from the February 1991 restructuring document]."

There was also the perception that the three assistant directors were partially responsible for the unit's problems. "Had I prepared a strategic plan with them, it would have had no credibility ... but as I later found out they were just part of the system and in many cases the criticisms were unfounded."

CNS opted for another process. First, the unit had to reorganize and downsize. Second, tactical plans were prepared. Third, strategic plans were prepared. Fourth, operational plans were prepared. The objective of the first step was to define a management team and get the staff involved in planning, Dr Beltrametti explained. "Then we had a department-wide on-line discussion forum, so everyone could discuss the issues."

A preliminary organizational team of six managers for a work force of about 120 emerged. Each manager got a group of people together to come up with preliminary tactical plans. What do you think each group ought to be doing? Working papers defined the tactical plans, taking the UCAG recommendations into account, for each group. "That told me a lot, because then I knew what the staff really thought ought to be done. I could finally de-

cide how to downsize; we had to lay off some people," she said, and some vacant positions were not filled.

The working papers were given to UCAG and senior University administrators, UCAG task force chairs and the Vice-President (Student and Academic Services). The CNS management team also got involved in the process. "With input from the staff and UCAG, we then prepared a strategic plan. And once we were reorganized, we told each group they had to come up with operational plans."

The result? "We have reorganized, downsized, have a strategic plan, have operational plans and have a financial plan. We've involved the users and the staff. All this took six months. Now the organization is flat. We just have six managers and they've appointed some supervisors.

"The task of the management team, together as a team, will be to implement the strategic plan. There's no such thing as 'this is my staff and you can't have it.' If there's work to be done, we'll pull together and do it," said Dr Beltrametti.

"I see so much departmentalization at the University. This concept of the University having a job to do and pulling together to do it simply doesn't exist. I think a change of mind has to occur. People have to pull together to get a job done," she said. In a time when there are budget constraints, she added, people tend to be driven by the budget and not by the work that has to be done—and that's wrong.

CNS has a big job to do. The strategic plan, entitled Networking Computers and People on Campus and Beyond, will be implemented over a period of three years. Milestones are now defined weekly. CNS's top priority is to implement in three phases the new network which will eventually link the campus. Integrating administrative applications is another priority and so is providing more computing power for researchers. Those are the big cost items, said Dr Beltrametti.

But there are other things equally important which won't cost a great deal of money. For example, the establishment of a user support centre is a priority. Distributive services will also be important. Many people on campus have been devoting so much time to servicing their own equipment, that their research time is suffering, Dr Beltrametti told Folio. "We have to determine how we can help them. We have to define which products we're going to support. At the moment everything's on our list and it's too much. We can't support it all."

LETTERS

Brain tax being levied on campus

We constantly hear academics and others condemning the present government as anti-culture and the GST on books and educational material is cited. I have recently been a victim of this brain tax when I received from Europe my complimentary copy of a festschrift to which I had contributed a paper. When the volume was delivered it was accompanied by a dunning notice for \$7.

This impost, however, fades into insignificance when compared with current University policy. About two months ago I made a gift of a number of books to the Law Library and they were transported by book coffin from the Tory Building to the Law Centre. I was surprised to receive a bill for \$12 in respect of this carriage. On inquiring, I was told that if there is any package sent inter-departmentally that is too heavy for the mail collector to handle it is University policy to charge for its collection and delivery.

Is it University policy to discourage gifts by members of one Faculty to the library of another - or is it simply that the University has itself become so anti-culture that gifts of books are no longer wanted?

LC Green
University Professor Emeritus
Honorary Professor of Law

'Best Doctors' guide

I noted with interest your article on page 2 of the Folio edition of 6 March, concerning University of Alberta doctors listed in the "Best Doctors" guide. We are very proud that Dr James Cuyler, who was trained in the Faculty of Medicine in this University and who completed his residency training in the Division of Otolaryngology at the University of Alberta, has been included in this categorization.

It is, however, an error to state that he is unaffiliated with the University of Alberta as mentioned in your article. Dr Cuyler is, in fact, an Associate Clinical Professor and Director of the residency training program in otolaryngology in the Department of Surgery at the University of Alberta. He continues to make an ongoing, substantial contribution to the University, both in terms of financial sponsorship of the residency program and the time commitment to teaching at both graduate and undergraduate levels in the Faculty of Medicine.

DJ Oldring
Clinical Professor
Director, Division of Otolaryngology

Construction research industry chair sought

NSERC commits \$600,000

Now that the Department of Civil Engineering has the money to fund a Natural Sciences and Engineering Research Council-Alberta Construction Industry Chair, the search is on.

According to Peter Dozzi (Civil Engineering), a member of the construction group within the department, the addition of the Chair will give the department a much-needed boost. "This is a growth area in other universities as well," he said, adding that the Chair will assume a heavy research role.

NSERC has committed \$600,000 to match the \$400,000 the department has raised from private sources. The NSERC funding is approved in principle, subject to the selection of a candidate acceptable to the industrial sponsors and NSERC. It's expected the position will be filled by 1 July. After five years, the chairholder would become a full professor in the department.

That money will be used to support a Chair, whose primary research emphasis will be in areas relevant to construction in Alberta. Those areas include: productivity improvement, constructability, construction in cold weather and remote locations, megaprojects, the movement and handling of materials, site efficiency and environmental impacts.

The chairholder will be expected to lead a research team composed of a research and technology transfer engineer and graduate students, and contribute to the teaching program in construction engineering and management. According to Professor Dozzi, the addition of the Chair will result in the creation of a critical mass of research expertise at the U of A.

He points out that compared to Germany and Japan, Canada lags behind in supporting research on topics related to construction. "The objective is to make the whole construction process more efficient and effective."

**Faculty studies, 1992-93**

Applications for faculty studies (Cameron and Rutherford Libraries) for the 1992-93 year are now being accepted. Application forms and the guidelines for allocation are available from department offices or the Office of the Director of Libraries, 5-02 Cameron Library.

Closing date for applications is 1 May.

City holding public hearing on Bicycle Transportation Plan

The City of Edmonton's new Bicycle Transportation Plan will be the subject of a public hearing 21 April at 2 pm in the Centennial Building (5th floor), 10015 103 Avenue. Copies of the plan can be obtained at the 10th floor of Century Place, 9803 102A Avenue. Phone 428-2986. For further information on the hearing, call Peter Heppleston at 428-5765.

Professional development for academic staff

Topic: Transformational leadership for the 21st century. **Date and time:** Wednesday, 6 May, 9 am to noon (lunch to follow). **Location:** Stollery Executive Development Centre, Faculty of Business Building. **Workshop leader:** Warren Ziegler, president, The Futures-Invention Associates, Denver, Edmonton, New York, Atlanta. **Fee:** \$45 (GST included) (includes materials, luncheon and refreshments). **Registration deadline:** 20 April (registration limited to 40). For registration form, call Gail Bamber, 492-2796.

'Hamburger diplomat' receives Canadian Business Leader Award

George Cohon shares his Moscow experiences with campus community

Merle Prosofsky

When George Cohon, chairman, president and CEO of McDonald's Restaurants of Canada Limited, was challenged by an ABC commentator to say where he would possibly find good help for the first McDonald's franchise to open in the Soviet Union, he responded by asking the commentator which country had won the last two Olympic Games.

Surely, Cohon explained to University of Alberta students 25 March, if the Soviets could excel in sports, they could be taught to run an efficient McDonald's restaurant in the City of Moscow. Two years later, the restaurant and its support operations Cohon established, in partnership with Moscow City Hall, are still going strong, and it is now the largest McDonald's restaurant in the world. Forty-thousand customers are served daily.

Cohon, who was here to receive the 1992 Faculty of Business' Canadian Business Leader Award, explained how his "hamburger diplomacy" unfolded and how the restaurant in Pushkin Square, which opened 31 January 1990, eventually became a reality.

Cohon said he proved his critics wrong. He persevered through the sometimes tedious and exasperating negotiations to cut a deal with the Soviets. The buildings were built to desired standards, good Soviet workers and managers were found and trained, and a network of suppliers was established to meet the huge demands of the restaurant.

There was no shortage of people who wanted to work for the restaurant. One help wanted advertisement in one newspaper for only one day resulted in 27,000 written responses, Cohon marvelled.

Cohon was born in Chicago, practised corporate law and then moved to Canada in 1968 to be the McDonald's licensee for eastern Canada. He opened his first McDonald's in November 1968 in London, Ontario, and in

slightly more than two years became one of the largest licensees in the corporation.

He became a Canadian citizen in 1975 and threw himself into the cultural and corporate life of the country. He became involved with the B'nai Brith Foundation, Canadian Opera Company, Mount Sinai Hospital, YMCA of Metro Toronto and the Olympic Trust of Canada. He is a director and board member of many organizations, including the Toronto Sun Publishing Company, Royal Bank of Canada and Astral Inc. He is a member of the Order of Canada.

The Canadian Business Leader Award is given annually by the Faculty to an individual who has achieved eminence in their field of endeavour and in their community. It honours an outstanding individual who is "a model to business students through uncommon vision and sound common sense".



George Cohon

University contracts out for cleaning of Education Centre

The University of Alberta has awarded a contract for cleaning services in the Education Centre to Focus Building Services. The administration, which received expressions of interest from 13 contractors, made the selection from a short list of five.

The contract is for two years, effective 5 May 1992.

The majority of the Building Services workers who will be affected by the initiative have worked in the Education Centre for periods ranging from two to 20 years. The full complement consists of full- and part-time regular staff and hourly staff. Peter Watts, Associate Vice-President (Finance), is adamant that no permanent full- or part-time regular employees will lose their job as a result of the initiative.

Cleaning staff will be reassigned to other buildings such as the new University Extension Centre and/or renovated Corbett Hall. "They understand the situation and realize that they're University employees first and departmental employees second," says Building Services Manager Werner Larsen.

"Having gone through the tendering process [it began last June], the potential savings look sufficiently significant that we have to proceed," Watts told Folio. "As an administration, we think we're being responsible. We're pursuing it in a very controlled way and we aren't going to suddenly contract out all cleaning services."

Watts said the Education Centre was chosen for the cleaning experiment because it's a "straightforward building" that doesn't contain any complex labs and research areas. The Centre's 48,500 square metres of office, classroom and administrative space are "something less than seven percent of the total University of Alberta space."

The decision to contract out does not sit well with the Non-Academic Staff Association. In its most recent newsletter, NASA says: "At issue here, besides the jobs of our building service workers, is a further erosion of the sense of security with which we have all been able to do our jobs. Outside workers do not have any loyalty to the building in which they work and are not in a position to recognize some of the very situations which our current building services workers routinely handle. These include access to sensitive areas or recognition of individuals who work in the building."

NASA President Anita Moore says that when Focus starts work the Association's Membership Action Committee will be there, handing out information sheets, briefing people in the Education Centre on the situation and asking them to become proactive. She said people who work in the building are saying they don't like the changeover because there won't be the same sense of security that they've become accustomed to with U of A

•••
"Having gone through the tendering process, the potential savings look sufficiently significant that we have to proceed."

Peter Watts

staff. And she predicted that the opening of the LRT Station will mean a significant increase in the number of people who pass through the building.

However, Watts feels the question of security has very little to do with the contracting out of the cleaning work. Gordon Bulat, Director of Physical Plant, says Focus Building Services' employees are bonded and will wear uniforms for easy identification. All the University has contracted for is basic cleaning, he says. Through the building superintendent and other supervisory staff who look after minor maintenance and repairs, the University retains a significant presence in the Education Centre, Bulat said.

Asked about suggestions that the new cleaning staff would be composed of transient workers who will care little for the environment in which they work, Bulat said a company such as Focus Building Services wouldn't stay in business if it didn't operate in a professional way.

Saying that the contract is uncomplicated, he noted that the onus is on Focus to follow the same cleaning program that's in effect across campus. In particular, food service areas and washrooms must be attended to daily and offices cleaned weekly. The performance of Focus' staff will be evaluated continually and if the company doesn't fulfil the terms of the contract, a change will ensue, Watts said.

KLEFTER FUND FOR SLAVIC ACQUISITIONS

The Friends of the Slavic Collection would like to thank the following contributors to our concert series.

CONTRIBUTIONS**Patron \$1000+**

Helen Tkachenko
Ukrainian Book Store

Benefactor \$500-\$999

Polish Culture Society

Sponsor \$100-\$499

Baha Abu-Laban
Czechoslovak Society of Arts and Sciences of Alberta

Deines Micro-Film Services Ltd.

Duncan and Craig Barristers

Kyri Holden

Dr. and Mrs. M. Horowitz

Hot Razor Co. Ltd.

Jewish Federation of Edmonton

Khrystyna Kohut

Myrna Kostash

Dr. Karol Krotki

John Kucharyshyn

Dr. Francis Landy

Natalka Melnychuk

David Pogue

Polonez Travel

Darcia and Peter Rolland

Alan and Rendene

Rutkowski

H. C. Schlieper

Dr. Frank E. Sysyn

WestCan Treks

Ukrainian Women's Association of St. John's Cathedral

Dr. M. Yakymechko

Friend \$25-\$99

Walter G. Aiello

Anonymous Donor

Anna Altman

Dr. Ehud Ben Zvi

Beth Shalom Synagogue

Rabbi's Discretionary Fund

Ivan Bombak

Dr. Robert L. Busch

Barrie Chivers, MLA

Chrystia Chomiak and

John-Paul Himka

Dr. Robert F. Clark

Patricia Clements

Colorfast Photo Service Ltd.

Orest and Nadia Cyncar

Merrill and Linda Distad

Her Bistro

K & K Foodliner

Martin Katz

Dr. Gary Kelly

Marytka and Leszek Kosinski

Oksana Kotelko

Krakus Ethnic Delicatessen

Asko J. Kujansuu

MacLab Enterprises

Marie Laing, MLA

Dr. James Marino

Peter Matilainen

Max E. Mote

Bruce Peel

Marusia Petryshyn

Polonia Centre

Rabbi and Mrs. Jacob Rosner

Royal Bank of Canada

Sandy Lane Automotive

Peter Savaryn

Dr. Shmuel Sharir

Walter P. Sharek

Tom Sigurdson, MLA

Temple Beth Ora, The Reform Synagogue of Edmonton

Edgar W. Toop

Tova Yedlin

Zoryana

All proceeds toward the Klefter Fund for Slavic Acquisitions, University of Alberta Library.

We wish to acknowledge the Department of Music for donating the use of Convocation Hall.

Humankind has to create a generation of visionaries

Prominent American environmentalist says 'sense of wonder' of nature the goal

One evening David Orr, Professor of Environmental Studies at Oberlin College, Ohio, and a number of his colleagues from the philosophy department were discussing environmental issues. Someone pointed out that the New York filmmaker Woody Allen didn't like nature.

"The general consensus around the table was that that was okay—but it struck me that that's not okay," said Dr Orr, the keynote speaker at the second workshop organized by the Environmental Research and Studies Centre curriculum committee 24 March. Part of the problem is simply with Woody. "There are certain things that he [Allen] can't experience."

The other part of the problem is with society, said the co-author of *The Global Predicament*, co-editor of the SUNY press series *Environmental Public Policy* and author of *Ecological Literacy*. "It strikes me that for every Woody Allen there is, there had better be two or three other people who will do what Woody won't do... care for and protect the natural world."

Ecological literacy is all about developing people who care for and love the world and

who have the skills to enact that love, Dr Orr said. "There is theoretical love of nature and there is applied love of nature." He told academics from a number of Faculties who are interested in developing and enhancing environmental studies on campus that any effective program has to cultivate both of these goals.

"We're up against a lot of barriers," he said. "More and more students that I've seen are products of television, shopping malls, freeways... and they come into the learning environment with concepts of mind that we can't work with easily." Furthermore, said the prominent American environmentalist, the prevailing ideology that people are self-interested, self-maximizing creatures before anything else "also sets a limit on what we can do."

There are institutional barriers as well, he said, and they include barriers related to money, habits, imagination, disciplines and large complex institutions.

Dr Orr outlined a step-by-step way of producing ecologically literate students. First, they have to be acquainted with the big numbers related to soil erosion, acid rain, global warm-

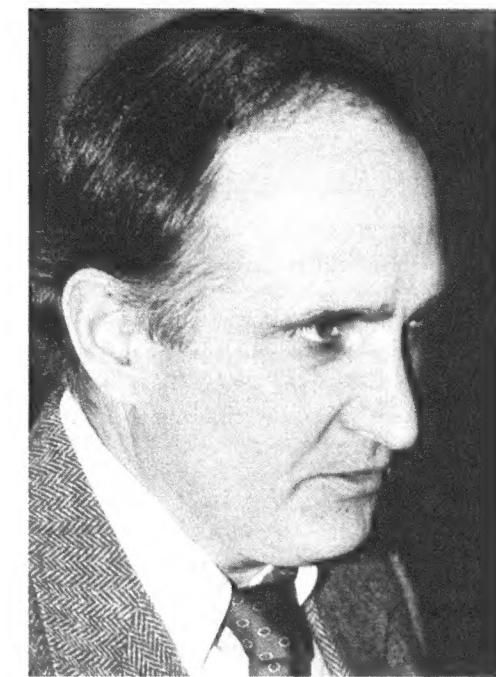
ing and population trends. "But if that's all students get here or at Oberlin in four years then it's a waste of time."

Second, students must learn about the science of ecology and thermodynamics.

Third, they must examine the causes of environmental problems. "The environment isn't the problem, we're the problem," he said, and this necessarily leads to discussions about societal values, politics, patterns of livelihood and human institutions.

Fourth, academics must begin to acquaint students with solutions. "Students should not leave Oberlin or this institution without an understanding of sustainable agriculture, sustainable forestry, restoration ecology, ecological engineering, and ecological economics," he said, acknowledging there are obviously other topics that might be included.

Fifth, students have to be led from "I know about these things" to "I care about these things". How is that done? If it occurs when students are 18 years old, it's likely just remedial education at that point, Dr Orr said. If students haven't had a loving relationship



David Orr wants to inculcate students with a "sense of wonder" for the natural world.

with the natural world by then, there's likely a limit to what educators can accomplish with them. Inculcating a "sense of wonder" at that point will be difficult, he said.

Growing number of academics keen to bolster environmental studies here

Environmental Research Centre holds second workshop

There is no single undergraduate or graduate level program at the University of Alberta which would allow students to study environmental problems in an integrated and comprehensive manner. However, a growing number of academics interested in environmental issues hope that situation will soon change.

At the second workshop sponsored by the curriculum committee of the Environmental Research and Studies Centre 24 March, academics were asked to put forward ideas on the types of environmental instruction that should and can be taught at this University.

According to ERSC member Eric Higgs (Philosophy), there is a lot of environmental teaching going on on campus already. The ERSC database, for example, lists 110 researchers in about 40 departments who are engaged in some kind of teaching related to the environment. There's strong student pressure for more of it, Dr Higgs told the workshop.

Keynote speaker David Orr, Professor of Environmental Studies at Oberlin College, Ohio, said in developing a good environmental studies program at the University, academics should not necessarily cater to students. Rather, the program should present the truth and be relevant. "If you have a good program, you'll find the students beating a path to your door," he said, noting that students are hungry for relevance so they can make some sense of what is happening in the world today.

Vice-President (Academic) John McDonald said his priority is to focus on real students and their needs. The University has never been able to effectively offer programs to students who need something that covers a whole range of disciplines. "And I know that that's very central to what you're discussing today," said Dr McDonald, urging workshop participants to be attentive to what students really need.

Workshop participants, who broke up into discussion groups for part of the afternoon, came up with a number of suggestions to meet environmental studies needs on campus. Guy Swinnerton (Physical Education and Sport

Studies) said the creation of an environmental studies faculty modelled on other universities' is not practical under the financial circumstances. However, the ERSC could continue to play an important role in encouraging more environmental content in existing courses and more interdisciplinary studies.

Other suggestions included: the establishment of environmental courses which are interdisciplinary and hands-on; the establishment of scholarships to encourage environmental studies; the use of on-campus environmental problems as case studies; the establishment of a dialogue with off-campus agencies, interest groups and governments on environmental questions; the focus on problem solving rather than on the accumulation of knowledge; and the formation of cooperative training programs.

Repeatedly, workshop participants said the establishment of an environmental studies program on campus would be difficult because of academics' reluctance to cross disciplinary boundaries. Environmental studies, by definition, would have to be multidisciplinary, workshop participants said.

Margaret-Ann Armour (Chemistry), chair of the workshop, said academics interested in promoting and enhancing environmental studies on campus are struggling from a somewhat traditional, conservative base. But, she said, it is encouraging to find people are thinking in fresh, nontraditional ways.

"Hopefully, we will be able to come up with a vision of what environmental studies could look like at this University. It's a good sign when you run out of chairs," she said, noting the diversity of Faculties represented at the workshop.

According to ERSC Administrative Professional Officer Cheryl Stein, the Centre wants to continue to provide opportunities such as the workshops and is awaiting word on whether or not the University will provide base funding for the Centre which currently relies heavily on private sources.

EVENTS

EXHIBITIONS

BRUCE PEEL SPECIAL COLLECTIONS

Until 22 May

"Two Centuries of Bookbinding: Materials and Techniques, 1700-1900"—a travelling exhibition organized by the Canadian Bookbinders and Book Artists Guild. Hours: Monday and Friday, 8:30 am to 4:30 pm; Tuesday, Wednesday, Thursday, 8:30 am to 6 pm; Saturday, noon to 5 pm; Sunday, closed. B-7 Rutherford South.

CLOTHING AND TEXTILES

Until 30 April

"What is Textile Conservation?" This exhibit explains the concerns and work of textile conservators using examples of textile treatments from the lab of Conservation Services. Basement, Home Economics Building. Hours: Monday to Friday, 8 am to 5 pm.

FAB GALLERY

Until 16 April

"Mark Bovey, Fragment and Meaning"—final visual presentation in partial fulfilment of the requirements of the MVA in printmaking. "Towards Identity"—senior and first year graduate printmaking. Gallery hours: Tuesday to Friday, 10 am to 5 pm; Sunday, 2 to 5 pm; Saturday, Monday and statutory holidays, closed. 1-1 Fine Arts Building.

MCMULLEN GALLERY

Until 28 May

"Celebration of Women in the Arts"—an exhibition which features the work of eleven women artists from Alberta. Gallery hours: Monday to Friday, 10 am to 4 pm; Saturday and Sunday, 1 to 4 pm (subject to availability of volunteers). Information: 492-8428, 492-4211. Walter C Mackenzie Health Sciences Centre.

FILM

GERMANIC LANGUAGES

7 April, 7:15 pm

Das Zweite Erwachen Der Christa Klages, (1977), German with English subtitles. 141 Arts Building.

MUSIC

EDMONTON CHAMBER MUSIC SOCIETY

8 April, 8 pm

"Bath International Ensemble." Tickets available from The Gramophone, 10020 101A Street, 428-2356, or at the door. Convocation Hall.

DEPARTMENT OF MUSIC

3 April, 8 pm

Marnie Giesbrecht, organist; Catherine Robbin, mezzo-soprano; with the U of A Madrigal Singers and the Edmonton Symphony Orchestra directed by Uri Mayer. Tickets and information: 428-1108. West End Christian Reformed Church.

5 April, 3 pm

Concert Band Concert, William H Street, director. Admission: \$5/adults, \$3/students and seniors. Convocation Hall.

5 April, 8 pm

University Symphony Orchestra, Malcolm Forsyth, director. Admission: \$5/adults, \$3/students and seniors. Convocation Hall.

7 April, 8 pm

Master of Music Recital—Tricia Edwards, pianist. Convocation Hall.

8 April, 12:10 pm

Noon-Hour Organ Recital—Graduate and undergraduate student organists. Convocation Hall.

14 April, 8 pm

Improvisational and experimental composition recital by students in Music 259 and 581. Convocation Hall.

THEATRE

STUDIO THEATRE

Until 11 April

"The Love of the Nightingale" by Timberlake Wertenbaker. Tickets and information: 492-2495.

Health Sciences Library awarded \$140,000 by AHFMR

The John W Scott Health Sciences Library has been awarded a three-year grant totalling \$140,000 by the Alberta Heritage Foundation for Medical Research.

The special funding will be used to enhance the library's ability to retrieve medical information electronically, and to strengthen communication, resource sharing and document delivery with the University of Calgary's medical library.

ACCOUNTING

3 April, 2 pm

John Dickhaut, University of Minnesota, "The Price Quantity Sealed Bid Offer Auction with Pro-Rate Rationing: Experimental Evidence." B-05 Business Building.

ALBERTA HERITAGE FOUNDATION FOR MEDICAL RESEARCH

3 April, 3:30 pm

Marc Fortin, Department of Plant Science, McGill University, "Molecular Genetic Approaches to Cloning Disease Resistance Loci in Plants." Presented by Genetics. G-217 Biological Sciences Centre.

BOTANY

9 April, 4 pm

Doug Godbold, visiting professor, Institut für Forstbotanisches Universität Göttingen, "The Involvement of Metal Toxicity in Forest Decline in Northern Europe." M-149 Biological Sciences Centre.

CANADIAN INSTITUTE OF UKRAINIAN STUDIES

6 April, 7:30 pm

Shevchenko Lecture. Roman Laba, Department of National Security Affairs, Naval Postgraduate School, Monterey, California, "The End of the Soviet Union: An Illustrated Lecture." 2-115 Education North.

14 April, 3:30 pm

Peter Jacyk Centre for Ukrainian Historical Research. John-Paul Himka, "The Greek Catholic Church in Galicia in the Late Nineteenth Century." 352 Athabasca Hall.

CENTRE FOR INTERNATIONAL BUSINESS STUDIES

9 April, 3:30 pm

Gary Saxonhouse, professor of economics, University of Michigan, "Japanese Competitiveness and North American Prosperity." Registration: 492-2235. Stollery Centre, 5th Floor, Business Building.

CHAPLAINS' ASSOCIATION

7 April, 4 pm

Pat Clements, Michael Asch, David Goa, Randi Warne, and Peter Heron, "The Moral Collapse of the University." 158A SUB.

CHEMICAL ENGINEERING

9 April, 3:30 pm

KN Shanbhag, "Thermal Behavior of a Semibatch, Gas-Phase Reactor for Catalytic Olefin Polymerization." 342 Chemical-Mineral Engineering Building.

CHEMISTRY

6 April, 11 am

Scott Denmark, Department of Chemistry, University of Illinois, Urbana-Champaign, "Structural and Synthetic Aspects of Chiral Phosphorous Stabilized Carbanions." V-107 V-Wing.

CLOTHING AND TEXTILES

9 April, 1 pm

Holt McLean, "Linkages Between Shamanism and Mexican Yarn Paintings." 131 Home Economics Building.

16 April, 1 pm

Kwabena Osei-Ntiri, "Characterization of Electrostatic Charges on Clothing and Spark Produced There From In Dry Conditions." 131 Home Economics Building.

COMPARATIVE LITERATURE

3 April, 3:30 pm

Jue Chen, "Chinese-Western Comparative Literature Studies: The Development of its Methodologies." Senate Chamber, Arts Building.

TALKS**DENTISTRY**

10 and 11 April, 8:30 am

K Zakariassen, Dalhousie University, G Harrington, University of Washington, D Collinson, and C Hawrish, "Intracanal Endodontics: State of the Art." Fee. Information and registration: Debbie Grant, 492-5023. Fantasyland Hotel.

EAST ASIAN LANGUAGES AND LITERATURE

9 April, 4 pm

Yu-shih Chen, "Women as Objects of Ideology in China: Old Spectacle and New Social Space." Senate Chamber, Arts Building.

ECONOMIC ANALYSIS

8 April, 10 am

David Colander, Middlebury College, Vermont, "Lost Art of Economics." 5-06 Business Building.

FAMILY STUDIES

6 April, 9 am

Norah Keating, "Management Styles of New Zealand Farmers: A Qualitative and Quantitative Approach." 3-57 Assiniboia Hall.

FRIENDS OF THE UNIVERSITY OF ALBERTA MUSEUMS

5 April, 2 pm

George Ball, "Museums and Collections: New Knowledge in Old Boxes." 238 Earth Sciences Building.

GEOGRAPHY

3 April, 3 pm

Denis Johnson and Ralph Makokis, "A GIS Application to a First Nations Land Management Issue." 3-36 Tory Building.

GEOLOGY

7 April, 11 am

Ross A Clark, Canadian Hunter Exploration, Ltd, Calgary, "Controls on the Development of Sand Seas with Emphasis on Modern Dune Geomorphology." 1-04 Earth Sciences Building.

7 April, 2 pm

Ross A Clark, "Criteria for the Recognition of Ancient Eolian Deposits from the Rock Record and the Stratigraphic Controls on Reservoir Quality." 1-31 Earth Sciences Building.

INTERDISCIPLINARY LECTURE SERIES IN CULTURAL STUDIES

6 April, 4:30 pm

Martin Lefebvre, "The Intertextual Development of Film Culture." L-3 Humanities Centre.

LIMNOLOGY AND FISHERIES DISCUSSION GROUP

9 April, 12:30 pm

Cindy Paszkowski, "Predatory Patterns of Yellow Perch (*Perca flavescens*). M-149 Biological Sciences Centre.

NORTHERN BIOLOGY SEMINAR SERIES

10 April, noon

Bernard Stonehouse, Scott Polar Research Institute, University of Cambridge, England, "Monitoring Human Impacts on Antarctic

Wildlife." Cosponsor: Forest Science. M-145 Biological Sciences Centre.

NURSING

10 April, 8 am

Niles Newton, professor, Behavioral Sciences, Northwestern University Medical School, Chicago, "Oxytocin: Toward a Hormonal Basis for Family Love." Fee. Registration and information: Bev O'Brien, 492-8232. Coast Terrace Inn.

PHYSICS

3 April, 2 pm

L Maleki, Jet Propulsion Laboratory, California Institute of Technology, "Ion Traps, Atomic Clocks and Space Exploration." V-121 V-Wing.

PLANT SCIENCE

7 April, 12:30 pm

Jane King, "Orchard Grass Fall Management." 1-06 Agriculture-Forestry Centre.

9 April, 12:30 pm

Albert Hannig, "Cryopreservation of Germplasm." 1-06 Agriculture-Forestry Centre.

RURAL ECONOMY

6 April, 3:15 pm

Allan A Warrack, "Defining Mega-Projects in Rural Places." 519 General Services Building.

SOIL SCIENCE

16 April, 12:30 pm

Robert Janzen, "Modification of Microbial Community Composition of Model Systems by Microbial and Biochemical Amendments." 2-36 Earth Sciences Building.

ZOOLOGY

3 April, 3:30 pm

Svata Louda, School of Biological Sciences, University of Nebraska, "Insects in Plant Population Biology: Impacts and Mediating Mechanisms." M-149 Biological Sciences Centre.

This symbol denotes environmentally related seminars/events. If you wish to have an environmentally related event listed in this way, please contact: The Environmental Research and Studies Centre, 492-6659.

**SHEVCHENKO LECTURE
A LOOK AT 'THE END OF THE SOVIET UNION'**

Roman Laba of the Department of National Security Affairs, Naval Postgraduate School, Monterey, California, will deliver the 27th annual Shevchenko Lecture Monday, 6 April.

The lecture, to be presented in 2-115 Education North at 7:30 pm, is entitled "The End of the Soviet Union: An Illustrated Lecture."

Laba is an assistant professor in the department. He was trained in Soviet and Eastern European politics at the University of Wisconsin and has spent the past two years studying the problems of ethno-nationalism in the Soviet Union. In the summer of 1990, he studied at the Institute of Ethnography in Moscow. He returned to the Soviet Union a year later as an associate of the Russian Humanities University to study the building of the Russian State under Boris Yeltsin.

In the early 1980s, Laba researched the Polish working class and wrote *Roots of Solidarity* (Princeton University press), a volume that was nominated for the Woodrow Wilson Prize as the best book in political science for 1990.

POSITIONS

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

ACADEMIC**APO, UNIVERSITY SECRETARIAT (ONE-YEAR TERM POSITION)**

The University Secretariat seeks applications for a term position for an Administrative Professional Officer. This position is one of two APOs reporting to the Director of the University Secretariat/Executive Assistant to the President. The person filling this position will provide executive and administrative services to GFC committees and assist in developing policy covering a wide range of academic areas. Currently this position is responsible for review and circulation of all Faculty course and program revisions and for assisting the following GFC committees with their work: Committee on Admissions and Transfer, Campus Law Review Committee and Nominating Committee.

Applicants should have an undergraduate degree, outstanding analytical ability, strong communication and interpersonal skills and experience in policy development and/or university administration. Applicants also should have a knowledge of the University's academic and administrative structure, policies and procedures, and experience in dealing with faculty, staff, students and administrators.

Letters of application, a résumé and the names of at least three referees should be sent to Ellen Schoeck, 2-1 University Hall, by 13 April 1992.

HUMAN RIGHTS OFFICER (SEXUAL HARASSMENT COORDINATOR)

The University of Alberta is seeking an individual to serve as a Human Rights Officer within the Office of Human Rights.

The Office of Human Rights assists the University of Alberta to evolve an environment which values diversity in its staff and students and ensures that deserving people are not denied employment, learning or research opportunities for reasons unrelated to ability.

Reporting to the Director of the Office of Human Rights, the incumbent will have special responsibility for the ongoing design and implementation of the University of Alberta's sexual harassment policies and procedures and coordinate the activities of the President's Advisory Committee on Sexual Harassment. The incumbent will also participate in the development of policy and procedures on a full range of human rights issues; advise members of the University community who have problems involving discrimination on any of the grounds protected under federal and provincial human rights legislation; facilitate case resolution; develop and deliver educational programming about human rights issues as they affect the University community; liaise with helping and human rights agencies both internal and external to the University and participate in educational equity programming as required.

The successful candidate will have or be able to quickly develop a high level of credibility among all constituencies at the University of Alberta; knowledge and preferably experience in the field of human rights, and especially sexual harassment; outstanding skills in interpersonal communication, analysis,

problem-solving, and mediation; and demonstrated ability to deliver public presentations to large and small groups.

This is a full-time Administrative Professional Officer position with an assigned 1991-92 salary range of \$36,230 to \$54,350.

Individuals interested in being considered for this position may apply in confidence, by 15 April 1992, to: Mr Fran Trehearne, Director, Office of Human Rights, 1-11 University Hall, University of Alberta, Edmonton, Alberta T6G 2J9.

Letters of application should be accompanied by a *curriculum vitae* and the names of three references.

SPORT STAFF

To obtain further information on the following positions, please contact Personnel Services and Staff Relations, 2-40 Assiniboia Hall, telephone 492-5201. Due to publication lead time and the fact that positions are filled on an ongoing basis, these vacancies cannot be guaranteed beyond 27 March 1992. For a more up-to-date listing, please consult the weekly Employment Opportunities Bulletin and/or the postings in PSSR. Positions available as of 27 March 1992.

The salary rates for the following positions reflect adjustments in accordance with the new classification system and pay plan.

CLERK TYPIST (Grade 4) (Part-Time/Temporary), School of Library and Information Studies, (\$11.20/hour - \$13.80/hour)

ADMINISTRATIVE CLERK (Grade 6), Biochemistry, (\$2,029 - \$2,530)

PROGRAMMER ANALYST (One Year Term), Computing and Network Services, (\$2,210 - \$2,769)

LABORATORY TECHNOLOGIST (Grade 8) (Term to 14 October 1992), Provincial Laboratory, (\$2,389 - \$3,011)

The following positions retain salary rates in accordance with the previous classification system and pay plan.

TECHNICIAN I (Trust) (Term to 31 March 1993), Anaesthesia, (\$1,808 - \$2,324)

BIOCHEMISTRY TECHNOLOGIST I (Trust), Pharmacology, (\$2,230 - \$2,876)

TECHNOLOGIST II (Trust) Medicine, (\$2,422 - \$3,140)



ACCOMMODATIONS AVAILABLE

VICTORIA PROPERTIES - Experienced, knowledgeable realtor with Edmonton references will answer all queries, and send information. No cost or obligation. Call (604) 595-3200, Lois Dutton, Re/Max, Ports West, Victoria, BC.

RENT - Old Strathcona, charming, three bedroom home. Office area, garage, pretty yard. May 1992 - August 1993. \$1,200/month. Western Relocation, 434-4629.

RENT - Perfect location, Greenfield, furnished, split level. Three bedrooms up, den/bedroom main, family room, fireplace. Near French immersion school. 1 July 1992, one year lease. \$1,200. Western Relocation, 434-4629.

RENT - Oliver, new, upscale condo. Three storey, three bedroom, family room, garage, 1 April, \$1,500. Western Relocation, 434-4629.

RENT - Malmo area, three bedroom bi-level, furnished or unfurnished, 1 April, \$1,000. Western Relocation, 434-4629.

RENT - West end, Wedgewood Estates. Marvelous, two storey, unique design, double garage, new, must be seen. 1 May, negotiable, \$1,650. Western Relocation, 434-4629.

RENT - Spectacular view, executive condo, high style. Completely renovated marble, hardwood, silk wallcoverings. Must be seen. 1 August, \$1,775, Western Relocation, 434-4629.

RENT - Furnished, two bedroom house, near University. 1 July 1992 - 1 July 1993. \$850/month. 435-2154.

SALE - Belgravia, beautifully remodelled semi. Over 1,750', bright, modern kitchen, fireplace. Superb, professionally developed basement. Great location! \$197,500. Ed Lastiwka, Royal LePage Realty, 437-7480, 446-3800.

RENT - Hearthstone furnished townhome, two bedrooms, study, 2 1/2 baths. 1 May - 31 August. \$900/month plus utilities, nonsmokers, no pets. 435-4388.

RENT - Luxurious, seven-year-old, 3,000 square foot house, 1 April. Six bedrooms, 25 minutes from University, \$1,500/month. 459-0986.

RENT - Two bedroom bungalow, furnished, cozy, old home, 9618 79 Street. \$750/month plus utilities, May until mid-November. Linda Warford, 465-7067 after 6 pm.

SALE - Former Melcor show home, decorated in pastel shades. Four bedrooms, three bathrooms, unique exterior design that will appeal to those who want something different. Ann Dawrant, Spencer Realty, 435-0808.

RENT - Academy Place, two bedrooms, quiet highrise. Pool, sauna, one parking, \$750 including utilities. 478-4799, leave message.

SALE - Luxury, two bedroom condo, Waterford House, 10545 Saskatchewan Drive. Five appliances, heated underground parking, attractive assumable mortgage, \$129,900. Phone 433-0478.

RENT - Close to University, modern, fully furnished, three bedrooms. Linens, dishes, etc. included. Nonsmoker, no pets. \$850/month. July 1992 - July 1993. 439-7272.

RENT - Modern, two bedroom, 1 1/2 baths, five appliances, balcony, fireplace. Quiet building, close to campus. Available May, \$810/month. 433-2964.

SALE - University area, semi-bungalow, oak kitchen, mature yard, single garage. \$116,900, no agents. 434-6621.

VANCOUVER ISLAND, Nanoose Bay, BC. Great for golfers. Community with natural advantages. Multiple house choices available, gracious living. Contact John Richardson, Fairwinds Realty, (604) 468-7626, toll free, 1-800-663-7060.

RENT - Furnished, luxury, two bedroom, bi-level condo. Old Scona, walk to University of Alberta. Available 1 July. (613) 234-9337.

SALE - University, three bedroom bungalow. Hardwood floors, main floor laundry, den, dinette, upgraded kitchen, glass block windows in dining room, attached garage. Luke, NRS Realty, 448-6000.

RENT - Blue Quill, three bedroom, five-level split. Furnished or unfurnished. One year starting 1 July, August or September. Non-smokers and no pets. 436-4912, 492-5187.

SALE - Charming, Windsor Park, four bedroom home. Hardwood floors, newer kitchen, fireplace, double garage, nicely treed. Ask for Pat vonBorstel, Spencer Realty, 435-0808, 437-6540 residence.

SALE - Lansdowne, two storey, four bedroom, large, treed, south yard. Pat vonBorstel, Spencer Realty, 435-0808, 437-6540 residence.

ARTranslation Inc.
Translation & Editing Services

Annie Robberecht
Certified Translator (ATIA, STQ)

Tel. 438-6105 Fax 436-9027
Full Editing Services Available in French

RENT - Two-storey, four-bedroom house. One-half block from Mill Creek Ravine. Furnished or unfurnished. Two plus years. 1 September. Nonsmoker, no pets. \$1,100. 433-9454.

RENT - Montreal, downtown. McGill University, two minutes walking; five minutes metro Université de Montréal. Large two bedroom apartment, furnished, hardwood floors, \$700/month, available 1 May. Phone Gordon, 998-5086, 471-9315.

RENT - University of Alberta area, 109 Street 80 Avenue, main floor, two bedroom, furnished/unfurnished. \$800/month, 1 May, no smokers, no pets. 430-6324.

SALE - University area, luxury condo. Two storey, two bedroom, 11160 83 Avenue. 433-6721.

SALE - Immaculate, five bedroom, two storey, overlooking river valley. Super large lot, finished basement, jacuzzi, great dining room, tailored for family living. Joan Lynch, Re/Max Real Estate, 438-7000, 433-9025.

RENT - Fully furnished, three bedroom, two storey, 2,500 square foot, executive home. Southwest, \$1,500/month, available for one year starting 1 August 1992. Phone 481-3557 evenings.

RENT - House, Windsor Park, Saskatchewan Drive, ten minute walk to campus. 1 July/August 1992 - 1 July/August 1993. 3,000 square feet, furnished/unfurnished, \$1,500/month. 492-3333 work, 439-5260 home.

ACCOMMODATIONS WANTED

Employed, reliable, mature adult available to housesit. Phone L Wood, 496-8178.

GOODS FOR SALE

CASH PAID FOR APPLIANCES, 432-0272.

SONY 28" Trinitron color TV. Handsome oak, console, remote control, VIP onscreen program timer. Asking \$750. 483-7608.

SAVE OVER \$750; No GST. I won first prize but must sell: never used, top of the line, white GE 22 ft³ refrigerator/freezer, \$1,750; solid element range, \$1,250. Phone 482-3137.

"FAREWELL TO EARTH" Volume 1, 500 p. Arthur Davis. Available, University Bookstore, list \$45 Canadian or US. Library orders, \$22.50. Or write: Adamant Press, Adamant, Vermont 05640.

AUTOMOBILES AND OTHERS

1980 CHEVROLET CAMARO, 350 auto, good condition. \$2,500 OBO, phone 476-9256.

1988 VOLKSWAGEN FOX, mechanically sound, excellent condition. \$4,700 OBO. 464-2798 evenings.

SERVICES

DONNICK WORD PROCESSING - Since 1978, specializing in theses, manuscripts, etc. 453-2769.

COMPUTERIZED LITERATURE

SEARCHING - Expert information retrieval by experienced scientist. All areas. Requests accepted by phone. No red tape! Competitive rates. Satisfaction guaranteed. JL Citation Services, 487-8652.

DAVID RICHARDS CARPENTRY

Certified journeyman NAIT. Complete interior and exterior residential renovations including plumbing and electrical. References available. 433-6369.

PROFESSIONAL TYPIST - Word processing. Specializing in theses, dissertations, manuscripts. Gwen, 467-0515.

TECHNICAL EDITOR AND WRITER

Familiar with APA and MLA styles. References. Call Patricia Craig at 492-5837 or 488-9665.

PROFESSIONAL WORD PROCESSOR - Engineering and general transcription, résumés, manuscripts. Reasonable. 481-5274.

ANITA JENKINS - Writer/editor, 474-6656. Reports, brochures, articles.

BACK BASICS remedial therapy, 436-8059. Supplementary health care coverage.

INDEXES TO PUBLICATIONS and files, thesauri, bibliographical projects. Bridgework, 452-8325.

GOING AWAY? We will look after your animals, mail, plants, yard. Edmonton Home Watch. 454-7581.

INTRODUCTIONS BY DESIGN - Lifestyle matching - an investment in your future. Phone/fax 482-1293.

PROGOFF INTENSIVE JOURNAL WORKSHOP, level 1 with Reverend Dr Cullene Bryant, Strawberry Creek Lodge, 21-23 August. Accommodation/meals \$110, tuition \$125, plus GST (discounts available). Call 432-7582.

HITTITES, GREEKS, Romans, Byzantines, Mongol Hordes (and some Canadians) have been to Turkey. Why don't you join us? 7-30 September, \$3,600. Golden Horn Tours, 435-2129, after 6 pm.

FREELANCE CALLIGRAPHY - Call Teresa, 439-7293.

TAX RETURNS - Professional, computerized, tax returns and accounting for individuals and small businesses. SM Shinewald, CGA, 481-4912.

EXPERIENCED EDITOR - Theses, articles, textbooks. Don Wells, 436-5548.

MISCELLANEOUS

SCIENCE CONNECTION is a North America-wide singles network for people involved/interested in science or natural history. For information, write: Science Connection, PO Box 389, Port Dover, Ontario N0A 1N0.

BOOKKEEPER NEEDED for Garneau tennis club. 1-2 hours/week, mid-April to October, remuneration. Further details, phone Ming, 463-0508.



We're Still Here

SENATE TRAVEL

Working with the University Community since 1969.

University, business or vacation travel! Whether you need unique arrangements or travel on a budget we've been studying your travel needs for over 20 years.

Groups, Conference Arrangements, Air, Tour, Hotel and Car Reservations, Insurance, Rail Passes.

Conveniently located in Hub Mall on the U of A Campus.

SENATE TRAVEL U of A Travel Specialists

Phone 492-2756 • 9006 HUB MALL



PLEASE RECYCLE THIS PAPER

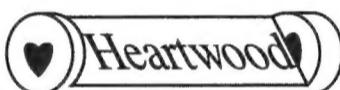
TRAVELLING TO EUROPE LEASE A NEW CAR FOR AS \$625 LOW AS TAX FREE

For a 3 week term. Included are zero-deductible, insurance and unlimited mileage. MIN AGE 18 YRS.

Renault TT

Renault Overseas Dept.
Big 4 Motors
7330 Macleod Trail S.
Calgary, Alberta T2H 0L9
Tel: (403) 252-6871
Fax: (403) 259-0077
CALL COLLECT
Agent Enquiries Welcome

Renovations



**Renew your home
with heart**

RESIDENTIAL

- Interiors
- Plan Development
- Cabinets and Furniture
- Free Estimates

Dennis Ellerman Terry Kuzyk
466-5941 455-9562

Spring Move-in Incentive Varscona Tower

- ★ 2 Weeks Free Rent*
- ★ 3 Months Free
Parking*
- ★ Move in Allowance
of \$150*
- Fully Renovated Large 1 and 2 Bedroom Suites
- Laundry Facilities on Every Floor
- All Utilities Included
- Large Balconies
- Full Size Refinished Pool
- Walking Distance to Campus
- One Block from Safeway
- Ph: 439-3886 for viewing
11007-83 Ave.

*With 6 month lease

CANDEMA
PROPERTY
MANAGEMENT

03/19/92

THE AIDS BENEFIT TIE

ARTISTS FOR LIFE
A delightful Recital
of Popular
Opera Arias
7:30 p.m., Tuesday
April 14, 1992.

MacLab Theatre
at the Citadel

Tickets: \$20 for performance only. \$30 for Prime Seating and "Meet the Stars" Reception. Available at BASS/Ticketmaster 451-8000/424-3136 or Edmonton Opera, Edmonton Symphony, Citadel Theatre and The AIDS Network. This benefit recital features principal artists from the Edmonton Opera's upcoming production of La Traviata. All proceeds benefit The AIDS Network of Edmonton Society.



AIDS NETWORK
Of Edmonton Society

Special Thanks To:



THE PALISADES ENVIRONMENTAL SCIENCE CENTRE

Available to educational institutes and groups for meetings, workshops, courses and as a research station.

- meeting rooms - accommodation - meals - games room -
- inclusive packages, weekend and extended stay rates -
- operated by the Canadian Parks Service -

Located 15 km from Jasper in Jasper National Park

For Information:

Phone: 1-852-6192 or FAX: 1-852-5601

Studio Theatre presents

THE LOVE OF THE NIGHTINGALE

by TIMBERLAKE WERTENBAKER

Guest Director
**ALLEN
MACINNIS**

April
2-11



ITV Sponsored by ITV in recognition of the University of Alberta's continuing role in the development of Canadian talent.

University of Alberta Drama Department
Box Office: 3-146 Fine Arts Building
Call 492-2495

Money Management

Tailor-made financial plans using fee-based, performance-driven money managers. World-calibre investment advice, service, and results for individuals, corporations, or trustees of \$100,000+

For further information, and to reserve the loan of our VHS Video Presentations, we invite you to contact:

**Mr. Frank S. Grisdale, B.A.
Financial Advisor**

429-1100 or 1-800-232-1959

MIDLAND WALWYN
INDIVIDUAL FINANCIAL SOLUTIONS

SATISFACTION

Our business is focused on serving your meeting and catering needs. And when it comes to ensuring your satisfaction, rest easy and leave the details to us, because we guarantee it.

For information on our extensive meeting and catering facilities, please call us at
423-4811.

**RAMADA
RENAISSANCE®
HOTEL**

105th Street & Jasper Avenue

Looking for Growth Challenge and Excitement For Your Business?

There is one location that has managed to stay stable in today's economy!

Ft. McMurray, Alberta... Residents have a higher than average disposable income... enjoy a complete community lifestyle with full educational and recreational facilities. Ft. McMurray... a young city with opportunities for new and growing businesses.

If you are considering expanding your horizons... starting a new business or moving to a more profitable market... **The Peter Pond Shopping Centre generates higher than average sales volumes... And we have a place for you!**

For more information contact:
Terry L. Johnston, President

dicorp
425-9004